

Vacancies for Snowbird Program to Post in September

In September, the Illinois Department of Transportation (IDOT) will post vacancies for two types of highway maintainer positions, Monthly Snowbirds and Hourly Snowbirds, to assist with snow and ice removal during the winter months.

The Snowbird Program hires monthly and hourly licensed truck operators. Applicants must have a class 'A' or 'B' CDL with N or X endorsement and meet all requirements of the job. Monthly Snowbirds are required to work a full work week plus overtime during snow emergencies. Hourly Snowbirds are called out during snow emergencies only, as needed. In addition, Monthly Snowbirds are covered by a collective bargaining agreement and are recalled every year based on seniority. Hourly Snowbirds are not covered by union agreements, and are not formally recalled.

IDOT posts for Hourly Snowbirds during the same time period as the Monthly Snowbirds. IDOT typically posts for Snowbirds in September on IDOT's website at <http://www.dot.il.gov/techapp/vacancy.html>.



Illinois Department of Transportation

Diversity Matters!

AUGUST 2012

IDOT Appoints New Acting Chief of Diversity Recruitment and Outreach



Erwin L. Acox, Jr. as the new Acting Chief of Diversity Recruitment and Outreach (DRO).

Acting Chief Acox has been with IDOT since 2010, where he began as an assistant to IDOT's Chief Counsel. Prior to his time at IDOT, he worked as a compliance consultant to the Illinois Alliance of Boys and Girls Clubs. His extensive background in business, real estate and training development includes work with Kraft Foods, Zurich American Insurance, Corn Products International and Chicago Agent Magazine.

On July 1, 2012 the Illinois Department of Transportation (IDOT) announced

Acting Chief Acox is a United States Army veteran of Operation Desert Storm, where he worked with the U.S. Army Corps of Engineers 416th Engineer Command to help build roads from Saudi Arabia to Kuwait. He also taught graduate courses on workforce diversity at Roosevelt University, where he earned a Bachelor of Arts in Psychology, a Master of Arts in Training and Development, and a Master of Business Administration in Commercial Real Estate.

"I believe IDOT has a great opportunity to become a thought leader in the areas of diversity recruitment and inclusion for departments of transportation nationwide," Acting Chief Acox said. "To support this, I will work with IDOT leadership and DRO staff to develop effective

and efficient ways of recruiting and retaining more high performing employees of all backgrounds to IDOT."

DRO is responsible for implementing strategies to increase cultural diversity in IDOT's workforce, promoting effective interactions with under-represented populations across Illinois, enhancing policies and programs to assure quality of opportunity, and introducing Illinois students to transportation careers, focusing on under-represented groups. DRO aims to recruit a highly skilled and diverse applicant pool of Civil Engineers and Engineer Technicians, among other positions.

IDOT's Highway Construction Careers Training Program Receives Federal Approval

The Illinois Department of Transportation (IDOT) has been approved by the Federal Highway Administration to implement a special provision that allows a \$10 per hour training incentive to prime contractors who hire graduates of IDOT's Highway Construction Careers Training Program (HCCTP) to work on federally funded projects. The incentive was already in place for state funded projects. Illinois is one of the few states to receive federal approval for a pre-apprenticeship program of this kind.

"We appreciate the support of

the Federal Highway Administration and are confident this incentive will help expand the workforce and ensure more inclusion," said Illinois Transportation Secretary Ann L. Schneider. "We encourage prime contractors to take advantage of this opportunity to gain an incentive and give these committed and hard working graduates a chance at a rewarding career."

The HCCTP was created in 2009 to improve access to highway construction training and employment opportunities for minorities, women and individu-

als from disadvantaged backgrounds. The program, conducted by ten community colleges throughout the state, consists of eight to ten weeks of hands-on training designed to impart the critical math and construction skills necessary for graduates to succeed in the workplace.

For more information on the HCCTP and similar initiatives, please visit IDOT's Diversity Matters! website at www.diversity.dot.illinois.gov.

For more details on diversity related topics, visit the "Diversity Matters!" website at <http://www.diversity.dot.illinois.gov/default.aspx>

August Letting Announced; Target Market Letting Update

The Illinois Department of Transportation is preparing for the August letting, which is scheduled for August 3, 2012. Those interested will have the opportunity to bid on 61 contracts for a programmed estimate of \$105 million. For more information, visit <http://www.dot.il.gov/desenv/delett.html>.

A successful Target Market Letting was held on June 29, 2012, in which a total of \$580,279 was awarded to a total of five Disadvantaged Business Enterprise (DBE) firms.

Disadvantaged Business Enterprise Spotlight: OMEGA & Associates

OMEGA & Associates, a civil and construction engineering firm, originally started out as a certified Disadvantaged Business Enterprise (DBE) and has been operating as a Prime Consultant for the Illinois Department of Transportation (IDOT) since 2004.

OMEGA specializes in construction program management, construction engineering and airfield construction safety training. OMEGA is led by President Chandra Prasad, who has been with the company since December 2002.

"I love what I do and I'm proud of OMEGA's reputation as a company with integrity and pride of workmanship. I feel the company is a personal reflection of me and my team-that's why I'm involved in every project, from beginning to end."

Besides experience in construction engineering, one of the key reasons for OMEGA to obtain work as a Prime in 2004, was due to the company's "can-do" approach to work. OMEGA invested in key business operations so it could compete with the larger firms. As a result, OMEGA has been competing for many jobs as a Prime Consultant for IDOT since 2004.

OMEGA's work as a Prime Consultant has received excellent ratings and accolades from other agencies and several industry associations including the Hispanic American Construction Industry Association, the American Council of Engineering Companies and the American Public Works Association.

Some of OMEGA's most recent key projects as a Prime Consultant include:

2011 – Stevenson Expressway Resurfacing and High Occupancy Vehicle Lanes from I-355 to Kedzie Avenue (IDOT)
2010 – Eisenhower Expressway Resurfacing and Bridge Repairs from I-88 to the Circle Interchange (IDOT)
2009 – Stearns Road Bridge over the Fox River (Kane County DOT)
2009 – Eola Road Interchange Construction (Illinois Tollway)

Prasad believes that consistently practicing and applying key values of OMEGA's culture has taken the firm a long way since 2002, and this practice has enabled the company to become one of the largest construction engineering firms in the Chicago area.

For more information on OMEGA, visit <http://omegaassociates.com/>.

Mississippi River Bridge Project Snapshot

One of the goals of the Mississippi River Bridge (MRB) project is to create a diverse job site contractor workforce. For the week of July 15-21, 2012, there was an overall workforce of 26.4% minorities and 4.1% female on the MRB project. For more information, visit <http://www.newriverbridge.org/>.

Upcoming Events

| Date | Event | Location | Contact |
|------|--|--|--|
| 8/9 | Illinois Warrior Summit 5 th Annual Welcome Home Celebration 10:00-3:00pm | UIC Forum 725 W Roosevelt Rd. Chicago, IL | Joseph Bazil Joseph.bazil@va.gov |
| 8/21 | Romeoville Annual Veteran's Job Fair 9:00-3:00pm | Romeoville Recreation Center, 900 West Romeo Rd, Romeoville, IL 60446 | Robert Smith Robert.t.smith@illinois.gov |
| 8/24 | Chicago Area Project CDTES Community Day 9:00-2:00pm | 605 S Albany Chicago, IL 60612 | Suzanne Evans Sevans.cdtes@gmail.com |
| 8/29 | Veterans Resource Fair 9:00-2:00pm | Cook County Building Auditorium, Juvenile Detention Center (Lower Level), 1100 S Hamilton, Chicago, IL | Julia Paxton Julia.paxton@cookcountyil.gov |

For a complete list of events, visit http://www.diversity.dot.illinois.gov/event_calendar.aspx

IDOT Announces Current Procurement Opportunities

The Illinois Department of Transportation announces current procurement opportunities open for bid.

To find a full list of opportunities, potential vendors can visit the Illinois Procurement Bulletin at www.purchase.state.il.us.

Questions/Comments: DOT.Diversity@illinois.gov